

Current Benefits for Faculty Members*

With appointments of .75 FTE or greater.

September 2005

| Benefits | Who Pays | When You Are Eligible | What You Receive |
|---|--|--|---|
| Health Insurance | The College and employee share the cost of coverage for the employee and dependents. | Upon employment | HealthPartners Choice; HMO coverage and fee-for service coverage. Enrollment must take place within 30 days of eligibility. |
| Medical Reimbursement | You | Upon employment | Allows pre-tax dollars to pay for out-of-pocket medical/dental expenses. |
| Dependent Reimbursement | You | Upon employment | Allows pre-tax dollars to pay for daycare expenses. |
| Life Insurance | The College | Upon employment | 100% of annual salary rounded to the next highest \$1000 increment. Enrollment must take place within 30 days of eligibility. |
| Additional Life Insurance | You | Upon employment | Additional term life insurance for you and/or your dependents. |
| Supplemental Death Benefit | The College | After 1 year of employment. | One month's salary and accumulated vacation to designated beneficiary. |
| Retirement Plan | The College contributes 10% of salary | After 1 year of employment (at least 1,000 hours). If entering directly from another college/university, within six months, service requirement may be waived provided proof of participation shown. | Fully and immediately vested defined contribution retirement annuity plan. Death benefits for beneficiary. |
| Supplemental Retirement Plan (Optional) | You | Upon employment | Tax deferred contributions up to Federal maximum to individually owned annuities. |
| Dependent Tuition Assistance Program (DTAP) | You and the College | After one year of full-time employment. | Tuition assistance for dependent children and spouses/domestic partners from 75% to 100% at Macalester, ACTC schools and participating ACM schools. |
| Long Term Disability | The College | Upon employment | If declared disabled, provides for 60% of regular monthly salary after 90-calendar day waiting period. |
| Parental Leave (.50 FTE or greater) | The College | See Employee Handbook for details | See Employee Handbook for details |

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|------------------------------------|---------------------|------------------------------|--|
| Jury Duty | The College | Upon employment | Salary and benefits continue. |
| Workers' Compensation | The College | Upon employment | Provides medical expense coverage and income for on-the-job injury/illness. |
| Unemployment Compensation | The College | State mandated | May be eligible for benefits upon leaving the College. |
| Social Security | You and the College | Upon employment | Provides retirement, disability, Medicare and survivor benefits. |
| Automobile Liability Insurance | The College | Upon employment | Coverage for accident resulting from operation of College or private motor vehicle for business purposes. Secondary to private auto insurance. |
| Business Travel Accident Insurance | The College | Upon employment | \$100,000 accidental death or dismemberment. |
| Employee Assistance Program | The College | Upon employment | Confidential advisory resource for you and your family. |
| Athletic & Cultural Events | You and the College | Upon employment | Free or reduced admission for you and your family to home athletic and cultural events. Access to athletics facilities and library. |
| Dental Insurance | You | Upon employment | In Network coverage only. Must enroll within 30 days of start date. |

*All College benefits or the level of these benefits are subject to change at any time.

**Will be prorated based on appointment if less than 1.0 FTE.

This summary is for reference purposes only and is subject to change. Please refer to the Employee Handbook, or the Human Resources Department for complete current information on specific benefits.